22.0/Masters

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

	This regular teacher contract ("C	Contract") is by a	nd between the govern	ng body of the	
	School Town of Highla	and	("Corporation") and	Ė	*
	Zack, John A	("Teacher"	Zack,	John A	
is a tea	acher as defined in Ind. Code 20-7	18-2-22.			
	In exchange for the Teacher's s	services described	l below, the Corporation	and the Teacher agree that	:
1.	The Teacher shall teach in the s	schools of the Co	poration for the school	term, beginning <u>07-01-23</u> ,	·
	and ending on 06-30-25. Ind.	Code 20-28-6-2	a)(3)(A)		
2.	The school term described in pa	aragraph 1 immed	iately above for service	s under this Contract consis	ts
	of <u><b>260.00</b></u> days. Ind. Code 20-	-28-6-2(a)(3)(B)			
3.	The number of hours per day th	ne Teacher is exp	ected to work under this	Contract is <u>N/A</u> .	
	Ind. Code 20-28-6-2(a)(3)(E)				
4.	The Corporation shall pay the T	eacher for servic	es under this Contract t	he total salary of <u>\$131,925</u>	.00
	during the school year. Ind. Co	de 20-28-6-2(a)(	3)(C)		
5.	The Corporation shall pay this a	amount in <u>26</u> inst	allments on a <u>Biwe</u>	eklybasis.	
	Ind. Code 20-28-6-2(a)(3)(D)	Ind. Code 20-28-	6-5(1)		
6.	This Contract may be cancelled	I during its term f	or any of the grounds s	et forth in Ind. Code 20-28-	7.5
	1(e) pursuant to the procedure	s set forth in Ind	Code 20-28-7.5-2 and	Ind. Code 20-28-7.5-3.	
7.	This Contract is a public record	I pursuant to Ind.	Code 20-28-6-2(d) and	Ind. Code 5-14-3.	
	Agreed this 3rd day of November , 2023.				
	Agreed this std day of No	veribei , 2023	?•		
	Teacher		School Corporation by:		
				<b>,</b>	
			7/1/2		
	- Annon	-	President		
	Attested:				
	Brown of Smith		ABULINE	2_	
	Superintendent	-	Secretary		

27.0/Ed.S.

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

	This regular tea	acher contract ("Con	tract") is by a	nd between the governing body of the
	Schoo	ol Town of Highland		("Corporation") and
	Campos,	Cristina	_ ("Teacher")	Campos, Cristina
is a t	eacher as defined	in Ind. Code 20-18-2	2-22.	
	In exchange fo	or the Teacher's servi	ices described	below, the Corporation and the Teacher agree that:
1	. The Teacher sh	nall teach in the scho	ols of the Cor	poration for the school term, beginning 07-01-23,
	and ending on	<u>06-30-25</u> . Ind. Cod	de 20-28-6-2(a	a)(3)(A)
2	2. The school ter	m described in parag	raph 1 immed	ately above for services under this Contract consists
	of <u>215.00</u> da	ys. Ind. Code 20-28-	-6-2(a)(3)(B)	
3	3. The number of	f hours per day the T	eacher is expe	cted to work under this Contract is <u>N/A</u> .
	Ind. Code 20-	28-6-2(a)(3)(E)		
	4. The Corporation	on shall pay the Teac	her for service	s under this Contract the total salary of _\$96,354.00
	during the sch	nool year. Ind. Code	20-28-6-2(a)(3	s)(C)
Ę	5. The Corporation shall pay this amount in <u>26</u> installments on a <u>Biweekly</u> basis.			
	Ind. Code 20-	28-6-2(a)(3)(D) Ind.	Code 20-28-6	3-5(1)
(	6. This Contract	may be cancelled du	ring its term fo	or any of the grounds set forth in Ind. Code 20-28-7.
	1(e) pursuant	to the procedures se	et forth in Ind.	Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
	7. This Contract	is a public record pu	rsuant to Ind.	Code 20-28-6-2(d) and Ind. Code 5-14-3.
	Agreed this_3	3rd_day ofNovem	nber, <b>20</b> 23	
	Teacher			School Corporation by:
	Attested:	al as	•	President
	Brun 9	ont Smith		ABULMA
	oupornitonuc	/116		we wanted the control of the control

16.0/Masters

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

	This regular teacher contract ("Contract") is by	
		("Corporation") and
	Locke, Andrew J. ("Teacher	'). Locke, Andrew J.
s a tea	cher as defined in Ind. Code 20-18-2-22.	
	In exchange for the Teacher's services describe	d below, the Corporation and the Teacher agree that:
1.	The Teacher shall teach in the schools of the Co	orporation for the school term, beginning 07-01-23,
	and ending on <u>05-26-25</u> . Ind. Code 20-28-6-2	(a)(3)(A)
2.	The school term described in paragraph 1 imme	diately above for services under this Contract consists
	of <u>215.00</u> days. Ind. Code 20-28-6-2(a)(3)(B)	
3.	The number of hours per day the Teacher is exp	pected to work under this Contract is <u>N/A</u> .
	Ind. Code 20-28-6-2(a)(3)(E)	
4.	The Corporation shall pay the Teacher for service	ces under this Contract the total salary of <u>\$96,354.0</u> 0
	during the school year. Ind. Code 20-28-6-2(a)	(3)(C)
5.	The Corporation shall pay this amount in 26 ins	tallments on a <u>Biweekly</u> basis.
	Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28	-6-5(1)
6.	This Contract may be cancelled during its term	for any of the grounds set forth in Ind. Code 20-28-7.
	1(e) pursuant to the procedures set forth in Ind	. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7.	This Contract is a public record pursuant to Ind	. Code 20-28-6-2(d) and Ind. Code 5-14-3.
	5	
	Agreed this 3rd day of November, 202	3.
	Teacher	School Corporation by:
		7/My
	Con of	
		President
	Attested:	
	0 10 1	abilined_
	Brian of Smeth	y canned_
	Superintendent	Secretary

14.0/B.S.

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

	This regular teacher contract ("Cont School Town of Highland	150	· · · · · · · · · · · · · · · · · · ·	Q1.
	Belli, Anthony J.	("Teacher").	Belli, Anthony J.	
is a tea	acher as defined in Ind. Code 20-18-2			O i
	In exchange for the Teacher's service	ces described b	elow, the Corporation and the Teac	her agree that:
1.	The Teacher shall teach in the school	ols of the Corpo	ration for the school term, beginning	g <u>07-01-23</u> ,
,	and ending on <u>06-30-25</u> . Ind. Cod	e 20-28-6-2(a)	3)(A)	
2.	The school term described in paragr	aph 1 immedia	ely above for services under this Co	ontract consists
	of <u>260.00</u> days. Ind. Code 20-28-	6-2(a)(3)(B)		
3.	The number of hours per day the Te	eacher is expec	ed to work under this Contract is_	7.50 .
	Ind. Code 20-28-6-2(a)(3)(E)			
4.	The Corporation shall pay the Teach	ner for services	under this Contract the total salary	of \$96,354.00
	during the school year. Ind. Code 2	.0-28-6-2(a)(3)	C) ·	
5.	The Corporation shall pay this amou	unt in <u>26</u> install	ments on a <u>Biweekly</u> basis	
	Ind. Code 20-28-6-2(a)(3)(D) Ind.	Code 20-28-6-	5(1)	
6.	This Contract may be cancelled dur	ing its term for	any of the grounds set forth in Ind.	Code 20-28-7.
	1(e) pursuant to the procedures se	t forth in Ind. C	ode 20-28-7.5-2 and Ind. Code 20-	28-7.5-3.
7.	This Contract is a public record pur	suant to Ind. C	ode 20-28-6-2(d) and Ind. Code 5-1	4-3.
1.				
	Agreed this 3rd day of Novem	ber, <b>20</b> 23.		
33	Teacher	S	chool Corporation by:	
			24.	
			7/1/2	
	A BULL	`	<i>v</i> ,	
		P	esident	<del></del>
	Attested:			
			ABULLA	
	Brun of Smeth		yourver	
	Superintendent	• S	ecretary	

28.0/M.S. +15

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

	This regular teacher contract ("Co	ontract") is by and	between the governing body of the	
	School Town of Highlan	d	_ ("Corporation") and	
	Corman, Scheryl	("Teacher").	Corman, Scheryl	<b>—</b>
is a tea	acher as defined in Ind. Code 20-18	3-2-22.		
	In exchange for the Teacher's se	rvices described b	elow, the Corporation and the Teacher agre	e that:
1.	The Teacher shall teach in the sc	hools of the Corpo	oration for the school term, beginning <u>07-0</u>	1-23
	and ending on <u>06-30-25</u> . Ind. C	ode 20-28-6-2(a)(	(3)(A)	
2.	The school term described in par-	agraph 1 immediat	ely above for services under this Contract	consists
	of <u>260.00</u> days. Ind. Code 20-2	.8-6-2(a)(3)(B)		
3.	The number of hours per day the	Teacher is expect	ted to work under this Contract is 7.50	
	Ind. Code 20-28-6-2(a)(3)(E)			
4.	The Corporation shall pay the Te	acher for services	under this Contract the total salary of \$12	7,164.00
	during the school year. Ind. Cod	e 20-28-6-2(a)(3)(	C)	
5.	The Corporation shall pay this ar	nount in <u>26</u> install	ments on a <u>Biweekly</u> basis.	
	Ind. Code 20-28-6-2(a)(3)(D) In	d. Code 20-28-6-	5(1)	,
6.	This Contract may be cancelled	during its term for	any of the grounds set forth in Ind. Code 2	20-28-7.5-
	1(e) pursuant to the procedures	set forth in Ind. C	ode 20-28-7.5-2 and Ind. Code 20-28-7.5-	3.
7.	This Contract is a public record p	oursuant to Ind. Co	ode 20-28-6-2(d) and Ind. Code 5-14-3.	TV
	Agreed this 3rd day of Nove	ember, <b>20</b> <u>23</u> .		
	Teacher	So	chool Corporation by:	7
		Mr Pr	resident	
	Attested:			
	Brun of Smith	9	Aballus	
	Superintendent	S	ecretary	

28.0/Masters

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

This regular teacher contract ("Contract") i	is by and between the governing body of the
School Town of Highland	("Corporation") and
Beveridge, Kevin M ("Tea	acher")Beveridge, Kevin M
s a teacher as defined in Ind. Code 20-18-2-22.	
In exchange for the Teacher's services des	scribed below, the Corporation and the Teacher agree that:
<ol> <li>The Teacher shall teach in the schools of t</li> </ol>	he Corporation for the school term, beginning <u>07-01-23</u> ,
and ending on <u>05-30-25</u> . Ind. Code 20-2	8-6-2(a)(3)(A)
2. The school term described in paragraph 1	immediately above for services under this Contract consists
of <u>215.00</u> days. Ind. Code 20-28-6-2(a)(	3)(B)
3. The number of hours per day the Teacher	is expected to work under this Contract is <u>N/A</u> .
Ind. Code 20-28-6-2(a)(3)(E)	
4. The Corporation shall pay the Teacher for	services under this Contract the total salary of \$107,172.00
during the school year. Ind. Code 20-28-6	6-2(a)(3)(C)
5. The Corporation shall pay this amount in 2	<u>26</u> installments on a <u>Biweekly</u> basis.
Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 2	20-28-6-5(1)
6. This Contract may be cancelled during its	term for any of the grounds set forth in Ind. Code 20-28-7.5
1(e) pursuant to the procedures set forth	in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant to	to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.
Agreed this <u>3rd</u> day of <u>November</u>	, <b>20</b> <u>23</u> .
Teacher	School Corporation by:
Attested:	President
Brian of Smeth	ABULLA
Superintendent	Secretary

23.0/MS

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("Cont	ract") is by ar	nd between the governing body of the
	School Town of Highland		("Corporation") and
	Davis, Christina	("Teacher").	Davis, Christina
is a tea	acher as defined in Ind. Code 20-18-2	-22.	
	In exchange for the Teacher's service	ces described	below, the Corporation and the Teacher agree that:
1.	The Teacher shall teach in the school	ols of the Corp	poration for the school term, beginning 07-01-23,
	and ending on 06-20-25. Ind. Cod	e 20-28-6-2(a	)(3)(A)
2.	The school term described in paragr	aph 1 immedi	ately above for services under this Contract consists
	of <u>215.00</u> days. Ind. Code 20-28-6	6-2(a)(3)(B)	
3.	The number of hours per day the Te	acher is expe	cted to work under this Contract is <u>7.50</u> .
	Ind. Code 20-28-6-2(a)(3)(E)		
4.	The Corporation shall pay the Teach	er for service	s under this Contract the total salary of \$107,172.00
	during the school year. Ind. Code 2	0-28-6-2(a)(3	)(C)
5.	The Corporation shall pay this amou	ınt in <u>26</u> insta	ıllments on a <u>Biweekly</u> basis.
	Ind. Code 20-28-6-2(a)(3)(D) Ind.	Code 20-28-6	-5(1)
6.	This Contract may be cancelled duri	ing its term fo	r any of the grounds set forth in Ind. Code 20-28-7.5
	1(e) pursuant to the procedures set	forth in Ind.	Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7.	This Contract is a public record purs	suant to Ind.	Code 20-28-6-2(d) and Ind. Code 5-14-3.
	Agreed this 3rd day of Novemb	oer, <b>20</b> 23	
	Teacher	:	School Corporation by:
			President
	Attested:		
	Brian of Smeth		Abulina_
	Superintendent		Secretary

22.0/Masters

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

This regular teacher contract ("Contract")	is by and between the governing body of the
School Town of Highland	("Corporation") and
Harrington, Amy E ("Te	acher") Harrington, Amy E
is a teacher as defined in Ind. Code 20-18-2-22.	
In exchange for the Teacher's services de	scribed below, the Corporation and the Teacher agree that:
1. The Teacher shall teach in the schools of	the Corporation for the school term, beginning 07-01-23,
and ending on <u>06-20-25</u> . Ind. Code 20-2	28-6-2(a)(3)(A)
2. The school term described in paragraph 1	immediately above for services under this Contract consists
of <u>215.00</u> days. Ind. Code 20-28-6-2(a)(	(3)(B)
3. The number of hours per day the Teacher	is expected to work under this Contract is N/A.
Ind. Code 20-28-6-2(a)(3)(E)	
4. The Corporation shall pay the Teacher for	services under this Contract the total salary of \$107,172.00
during the school year. Ind. Code 20-28-	6-2(a)(3)(C)
5. The Corporation shall pay this amount in	26 installments on a Biweekly basis.
Ind. Code 20-28-6-2(a)(3)(D) Ind. Code	20-28-6-5(1)
6. This Contract may be cancelled during its	term for any of the grounds set forth in Ind. Code 20-28-7.5
1(e) pursuant to the procedures set forth	in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7. This Contract is a public record pursuant	to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.
	•
Agreed this <u>3rd</u> day of <u>November</u>	_, <b>20</b> <u>23</u> .
	•
Teacher	School Corporation by:
0, $1$	JAN -
lyth	
0 1 1	President
Attested:	
	Deal ()
Brown of Smith	Aballus _
Superintendent	Secretary

Loc Desc: Administrator

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("Contr	act") is by and	between the governing body of the
	School Town of Highland		("Corporation") and
£	McMahon, Eric B	("Teacher").	McMahon, Eric B
is a tea	acher as defined in Ind. Code 20-18-2-	22.	
	La contract of the Teacherle contin	. a dagaribad b	plans the Corneration and the Taggher agree that
	<u></u>		elow, the Corporation and the Teacher agree that:
1.	The Teacher shall teach in the school	ls of the Corpo	ration for the school term, beginning <u>07-01-23</u> ,
	and ending on <u>06-30-25</u> . Ind. Code		
2.	The school term described in paragra	aph 1 immediat	ely above for services under this Contract consists
	of <u>215.00</u> days. Ind. Code 20-28-6	5-2(a)(3)(B)	
3.	The number of hours per day the Te	acher is expect	ed to work under this Contract is <u>N/A</u> .
	Ind. Code 20-28-6-2(a)(3)(E)		
4.	The Corporation shall pay the Teach	er for services	under this Contract the total salary of \$107,172.00
	during the school year. Ind. Code 20	0-28-6-2(a)(3)(	C)
5.	The Corporation shall pay this amou	nt in <u>26</u> install	ments on a <u>Biweekly</u> basis.
	Ind. Code 20-28-6-2(a)(3)(D) Ind. (	Code 20-28-6-5	5(1)
6.	This Contract may be cancelled duri	ng its term for	any of the grounds set forth in Ind. Code 20-28-7.5
	1(e) pursuant to the procedures set	forth in Ind. C	ode 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7.	This Contract is a public record purs	suant to Ind. Co	ode 20-28-6-2(d) and Ind. Code 5-14-3.
	Agreed this 3rd day of Novemb	oer , <b>20</b> 23.	
	Teacher	So	chool Corporation by:
			7/1/2
	5 >45U		
			resident
		11	esident
	Attested:		
			Dealine -
	Brun of Smeth	•	your

Secretary

3382 100.00% CI:38 Loc: 7

29.0/Ed.S.

Loc Desc: Ed Center

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("Con	ntract") is by and	between the governing bo	dy of the
	School Town of Highland		("Corporation") and	
	Smith, Brian J	_ ("Teacher").	Smith, Brian	1 J
is a tea	icher as defined in Ind. Code 20-18-	2-22.		
	In exchange for the Teacher's serv	vices described b	elow, the Corporation and	the Teacher agree that:
1.	The Teacher shall teach in the sch	ools of the Corpo	ration for the school term,	beginning <u>07-01-23</u> ,
	and ending on 06-30-26. Ind. Co	ode 20-28-6-2(a)(	3)(A)	
2.	The school term described in parag	graph 1 immediat	ely above for services und	er this Contract consists
	of <u>260.00</u> days. Ind. Code 20-28	3-6-2(a)(3)(B)		
3.	The number of hours per day the	Teacher is expect	ed to work under this Con	tract is <u>8.00</u> .
	Ind. Code 20-28-6-2(a)(3)(E)			
4.	The Corporation shall pay the Tea	cher for services	under this Contract the to	al salary of \$178,422.00
	during the school year. Ind. Code	20-28-6-2(a)(3)(	C)	
5.	The Corporation shall pay this amo	ount in <u>26</u> install	ments on a Biweekly	basis.
	Ind. Code 20-28-6-2(a)(3)(D) Ind	. Code 20-28-6-5	5(1)	$\mathcal{L}_{i}$
6.	This Contract may be cancelled du	uring its term for	any of the grounds set for	th in Ind. Code 20-28-7.5
	1(e) pursuant to the procedures s	et forth in Ind. C	ode 20-28-7.5-2 and Ind.	Code 20-28-7.5-3.
7.	This Contract is a public record pu	ursuant to Ind. Co	ode 20-28-6-2(d) and Ind.	Code 5-14-3.
	A 14hir Ord day of Nover	mbor 2022		
	Agreed this <u>3rd</u> day of <u>Nover</u>	<u> </u>		
	Teacher	,s	chool Corporation by:	
	Brend Smith		resident	· ,
	Bron of Smeth		ABULLA	****

Secretary

# EIGHTH AMENDMENT TO ADDENDUM TO SUPERINTENDENT'S CONTRACT

THIS EIGHTH AMENDMENT TO ADDENDUM TO SUPERINTENDENT'S CONTRACT is attached to the Superintendent's Contract dated the 10th day of June, 2013, by and between *SCHOOL TOWN OF HIGHLAND, OF LAKE COUNTY, INDIANA* (hereinafter called the "Board"), and *BRIAN J. SMITH* (hereinafter called "Superintendent").

### WITNESSETH THAT:

WHEREAS, a Superintendent's Contract was entered into by and between the Board and Superintendent pursuant to IC 20-28-6-3 as the regular uniform contract for the employment of teachers pursuant to IC 20-28-6-4(b); and

WHEREAS, the parties entered into an Addendum to the Contract with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Addendum");

WHEREAS, the parties entered in a First Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "First Amendment");

WHEREAS, the parties entered into a Second Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Second Amendment");

WHEREAS, the parties entered into a Third Amendment to Addendum the with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Third Amendment");

WHEREAS, the parties entered into a Fourth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Fourth Amendment"); and

WHEREAS, the parties entered into a Fifth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Fifth Amendment"); and

WHEREAS, the parties entered into a Sixth Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Sixth Amendment"); and

WHEREAS, the parties entered into a Seventh Amendment to the Addendum with additional provisions which are specifically incorporated by reference and made a part hereof of the Contract (the "Seventh Amendment"); and

WHEREAS, the parties now desire to modify Paragraph 2 of the Addendum entitled "Salary".

NOW, THEREFORE, in consideration of the mutual covenants contained herein, it is agreed by and between the parties as follows:

- 1. That Paragraph 2 entitled "Salary" is hereby deleted in total and said Paragraph 2 shall now read as follows:
- "2. <u>SALARY</u>. The annual base salary for the Superintendent shall be adjusted retroactive to July 1, 2023, to the amount of One Hundred Seventy-Eight Thousand, Four Hundred Twenty-Two Dollars (\$178,422.00). Each year the Superintendent's raise will be based on the same percentage increase as all other administrators and non-certified personnel.

2. The parties further agree that all other terms, conditions and covenants of the Superintendent's Contract and subsequent Addendums entered into between the parties shall remain unaltered and in full force and effect except as herein expressly modified or supplemented thereto.

IN WITNESS WHEREOF, the parties have executed this Eighth Amendment to Addendum to Superintendent's Contract this 21st day of November, 2023.

SUPERINTENDENT:

BRIAN J. SMITH

SCHOOL	TOWN (	OF HIGHLAND	
OF LAKE	COUNT	Y, INDIANA	

VICTOR A GARÇIA, President

PATRICK KRULL, Vice President

ALLENCIA BALLARD, Secretary

ROBERT KUVA, Member

ERICA/SMITH-GOMEZ, Member

3500 100.00% CI:38 Loc: 7

18.0/Masters

Loc Desc: Ed Center

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("	Contract") is by and b	etween the governing body of the
	School Town of Highl	and	("Corporation") and
	Erdelac, Ryan S	("Teacher")	Erdelac, Ryan S
is a tea	acher as defined in Ind. Code 20-	18-2-22.	
	In exchange for the Teacher's	services described belo	ow, the Corporation and the Teacher agree that:
1.	The Teacher shall teach in the	schools of the Corpora	ation for the school term, beginning 07-01-23,
	and ending on 06-30-25. Ind.	. Code 20-28-6-2(a)(3)	(A)
2.	The school term described in p	aragraph 1 immediately	y above for services under this Contract consists
	of <u>260.00</u> days. Ind. Code 20	)-28-6-2(a)(3)(B)	
3.	The number of hours per day t	he Teacher is expected	d to work under this Contract is <u>N/A</u> .
	Ind. Code 20-28-6-2(a)(3)(E)		
4.	The Corporation shall pay the	Teacher for services un	nder this Contract the total salary of \$136,473.0
	during the school year. Ind. Co	ode 20-28-6-2(a)(3)(C)	
5.	The Corporation shall pay this	amount in <u>26</u> installme	ents on a <u>Biweekly</u> basis.
	Ind. Code 20-28-6-2(a)(3)(D)	Ind. Code 20-28-6-5(1	1)
6.	This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5		
	1(e) pursuant to the procedure	es set forth in Ind. Cod	le 20-28-7.5-2 and Ind. Code 20-28-7.5-3.
7.	This Contract is a public record	d pursuant to Ind. Code	e 20-28-6-2(d) and Ind. Code 5-14-3.
	Agreed this <u>3rd</u> day of <u>No</u>	ovember, <b>20</b> 23.	
	Teacher	Scho	ool Corporation by:
	25h		sident
	Attested:		
	Brian of Smith		Jealine

Secretary

22.0/M.A.+15

Loc Desc: Ed Center

#### REGULAR TEACHER CONTRACT

	This regular teacher contract ("Contract	") is by and	between the governing body of the		
	School Town of Highland		("Corporation") and		
	Gossman, Kelly Erin ("	Teacher").	Gossman, Kelly Erin		
is a tea	acher as defined in Ind. Code 20-18-2-22				
	In exchange for the Teacher's services	described be	slow, the Corporation and the Teacher agree that:		
1.	The Teacher shall teach in the schools of	of the Corpo	ration for the school term, beginning 07-01-23,		
	and ending on 06-30-25. Ind. Code 20-28-6-2(a)(3)(A)				
2.	The school term described in paragraph	1 immediate	ely above for services under this Contract consists		
	of210_ days. Ind. Code 20-28-6-2(a)(3)(B)				
3.	The number of hours per day the Teacher is expected to work under this Contract is 7.50.				
	Ind. Code 20-28-6-2(a)(3)(E)				
4.	The Corporation shall pay the Teacher t	for services	under this Contract the total salary of \$107,371.00		
	during the school year. Ind. Code 20-28-6-2(a)(3)(C)				
5.	The Corporation shall pay this amount	The Corporation shall pay this amount in 26 installments on a Biweekly basis.			
	Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)				
6.	This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5				
	1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.				
7.	This Contract is a public record pursua	nt to Ind. Co	de 20-28-6-2(d) and Ind. Code 5-14-3.		
	Agreed this 3rd day of November	, <b>20</b> <u>23</u> .			
	Teacher		hool Corporation by:		
	Kelly Gossman		esident		
	Brun J Smeth Superintendent		ABUMA		

## NINETH ADDENDUM TO EMPLOYMENT AGREEMENT

This Nineth Addendum is attached to the Employment Agreement dated July 1, 2011, between *THE SCHOOL TOWN OF HIGHLAND, LAKE COUNTY, INDIANA*, whose principal place of business is located at 9145 Kennedy Avenue, Highland, Indiana 46322, hereinafter referred to as "Employer," and *CYNTHEIA D. ADAMS* hereinafter referred as "Employee."

#### WITNESSETH THAT:

WHEREAS, the aforementioned Employment Agreement was entered into by and between the Employer and the Employee on July 1, 2011; and

WHEREAS, the parties wish to supplement that Employment Agreement with additional provisions which are specifically incorporated by reference and made a part of the Agreement.

**NOW, THEREFORE,** in consideration of the mutual covenants to each other and intending to be mutually bound according to the terms of this Addendum, the parties agree as follows:

- 1. <u>TERM OF EMPLOYMENT</u>. The term of the Employment Agreement shall be extended one (1) year through June 30, 2025.
- 2. <u>COMPENSATION OF EMPLOYEE</u>. Employer shall pay Employee, and Employee shall accept from Employer in full payment for Employee's services hereunder, an annual salary commencing July 1, 2023, and ending on June 30, 2024, an amount of One Hundred Thirty-Thousand Nine Hundred Eighty-Eight Dollars (\$130,988.00). Employee's annual compensation may be adjusted by Employer based upon the job performance evaluation to be performed by June 30th of each year.

Except as modified herein, all of the terms, provisions and conditions of the Employment Agreement dated July 1, 2011, shall remain in full force and effect.

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the parties have executed this Nineth Addendum to Employment Agreement this 21st day of November, 2023.

EMPLOYER:	EMPLOYEE:
SCHOOL TOWN OF HIGHLAND	CYNTHEIA D
VICTOR A GARCIA, President	
PATRICK KRULL, Vice President	
Re: By: Walland	
ALLENCIA BALLARD, Secretary	
ROBERT KUVA, Member	
By:	-
$V \sim (1)$	

Loc Desc: Ed Center

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("C	ontract") is by and	between the governing body of the	
	School Town of Highland		("Corporation") and	
	Harrington, Ryan	("Teacher").	Harrington, Ryan	
is a tea	acher as defined in Ind. Code 20-18	8-2-22.		
	In exchange for the Teacher's se	rvices described b	elow, the Corporation and the Teacher agree that:	
1.	The Teacher shall teach in the schools of the Corporation for the school term, beginning <u>07-01-23</u> ,			
	and ending on <u>06-20-25</u> . Ind. Code 20-28-6-2(a)(3)(A)			
2.	The school term described in paragraph 1 immediately above for services under this Contract consists			
	of <u>240.00</u> days. Ind. Code 20-28-6-2(a)(3)(B)			
3.	The number of hours per day the	Teacher is expect	ed to work under this Contract is 7.50.	
	Ind. Code 20-28-6-2(a)(3)(E)			
4.	The Corporation shall pay the Te	acher for services	under this Contract the total salary of \$100,901.00	
	during the school year. Ind. Code 20-28-6-2(a)(3)(C)			
5.	The Corporation shall pay this amount in <u>26</u> installments on a <u>Biweekly</u> basis.			
	Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)			
6.	This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5			
	1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.			
7.	This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.			
	Agreed this <u>3rd</u> day of <u>Nove</u>	ember, <b>20</b> 23.		
	Teacher	Sc	hool Corporation by:	
	Maka	Pre	esident	
	Attested: Brian of Smeth	C	Jealline	

Secretary

43.0/MS

Loc Desc: Ed Center

#### REGULAR TEACHER CONTRACT

Prescribed pursuant to Ind. Code 20-28-6-3 as the regular and uniform contract for the employment of teachers pursuant to Ind. Code 20-28-6-4(b)

	This regular teacher contract ("Contract")	is by and between the governing body of the			
	School Town of Highland	("Corporation") and			
<u> </u>	Kasprzycki, Eleanore ("Te	eacher"). Kasprzycki, Eleanore			
is a tea	cher as defined in Ind. Code 20-18-2-22.				
	In exchange for the Teacher's services de	escribed below, the Corporation and the Teacher agree that:			
1.	The Teacher shall teach in the schools of	the Corporation for the school term, beginning 07-01-23,			
	and ending on <u>06-30-25</u> . Ind. Code 20-	28-6-2(a)(3)(A)			
2.	The school term described in paragraph 1	immediately above for services under this Contract consists			
	of <u>260.00</u> days. Ind. Code 20-28-6-2(a)	(3)(B)			
3.	The number of hours per day the Teacher	is expected to work under this Contract is 8.00.			
	Ind. Code 20-28-6-2(a)(3)(E)				
4.	The Corporation shall pay the Teacher for	services under this Contract the total salary of \$112,341.00			
	during the school year. Ind. Code 20-28-6-2(a)(3)(C)				
5.	The Corporation shall pay this amount in 26 installments on a Biweekly basis.				
	Ind. Code 20-28-6-2(a)(3)(D) Ind. Code 20-28-6-5(1)				
6.	This Contract may be cancelled during its term for any of the grounds set forth in Ind. Code 20-28-7.5-				
	1(e) pursuant to the procedures set forth in Ind. Code 20-28-7.5-2 and Ind. Code 20-28-7.5-3.				
7.	This Contract is a public record pursuant to Ind. Code 20-28-6-2(d) and Ind. Code 5-14-3.				
	Agreed this <u>3rd</u> day of <u>November</u>	, <b>20</b> <u>23</u> .			
		•			
	Teacher	School Corporation by:			
	Attested:	President			
	Bron of Smith	genun-			

Secretary